

BAINBRIDGE ISLAND POLICE DEPARTMENT

Employment Disqualifiers

Automatic Disqualifiers: Applicants SHALL be automatically disqualified for employment with the Bainbridge Island Police Department in the following circumstances:

Criminal Activity (including criminal traffic offenses):

- Any felony conviction as an adult
- Any misdemeanor conviction as an adult, within five years prior to application
- Any misdemeanor conviction as an adult, while employed in a criminal justice capacity
- Any conviction as an adult for any crime under a domestic violence statute

Drug Use:

- Any illegal use, distribution, or possession of any controlled substance as an adult, within five years prior to application, except personal use of marijuana
- Any personal use of marijuana as an adult, within one year prior to application

Employment:

- Lying, providing misleading information, or failure to make full disclosure concerning any material information during any stage of any criminal justice hiring process
- Any act of cheating or creating an unfair advantage in connection with any examination required for any criminal justice hiring process
- Dishonorable Discharge, Bad Conduct Discharge, or Dishonorable Dismissal from any branch of US armed forces, except for reasons of sexual orientation
- Discharge from any position of criminal justice employment

Potential Disqualifiers: Applicants MAY be disqualified for employment with the Bainbridge Island Police Department for any factor or combination of factors which reasonably demonstrate that the candidate would not be a successful employee, or that the candidate's employment would be incompatible with the mission or core values of the Bainbridge Island Police Department, including but not limited to the following circumstances:

- Any history of irresponsible driving
- Previous discharge or resignation in lieu of discharge from, or unsatisfactory record of employment with, any prior public or private employer, including any branch of the US armed forces
- Any history of personal financial irresponsibility, including failure to pay taxes or child support
- Unprofessional personal appearance
- Any history of juvenile criminal activity
- Admission of any adult felony conduct, unlawful sexual conduct, or domestic violence as defined by law